"By providing meals, this program alleviates a lot of the weight on parents’ shoulders. We can concentrate on putting things back together like getting jobs, shelter and more."

Parent of a child in Orange County Public Schools
It has been a year unlike any other, with so much hardship in our communities and around the world. However, it has also been a year of resilience, with local efforts and global movements uniting to bring hope. The school nutrition community has been one such source of light. This year, members of the Urban School Food Alliance served meals during wildfires, hurricanes, protests, and an unprecedented pandemic, reaching students at school, on bus routes, and in neighborhoods. These challenges have showcased the critical role school meals play in promoting nutrition and supporting families, and given long overdue recognition to the hunger heroes working on the front lines to ensure the children nationwide are well fed through it all.

It is during these times, especially, that I am reminded of the strength of the Alliance and its value to our members. As school nutrition programs navigated many firsts this year, our virtual gatherings became more frequent and meaningful. By sharing their successes and experiences, Alliance members were able to innovate their operations and leverage their collective voice to help advocate for responsive nutrition policy for districts of all sizes and settings.

This year has also exposed the deep inequities that pervade our country and food systems, including the devastating impact COVID-19 has had on those historically underserved. We are grateful to our members for their leadership in confronting racism in their classrooms and communities, and are committed to building a future in which every person along the supply chain – from grower to eater – is treated justly.

While we look forward to a new year and the promise it brings, we must continue pushing for change and celebrating the inspiring stories around us. Please join me in reflecting on these moments.

Dr. Katie Wilson
Executive Director
The Urban School Food Alliance is a nonprofit 501(c)(3) organization created by school food service professionals in 2012 to address the unique needs of the nation’s largest school districts. Our members collaborate to share best practices, develop procurement standards, and advocate for the health and wellness of students.

**BEST PRACTICES**
We share best practices with members and the school nutrition community so all can benefit from the success of our members.

**PROCUREMENT**
We work on crafting policies and standards that focus on elevating school meals for the health and wellness of students.

**ADVOCACY**
We advocate for school meals to ensure that all of America’s students have access to high-quality, nutritious food at no cost.

**OUR MEMBERS**
- **LOS ANGELES UNIFIED SCHOOL DISTRICT**
  - Founding Member, 2012
- **DALLAS INDEPENDENT SCHOOL DISTRICT**
  - Founding Member, 2012
- **CHICAGO PUBLIC SCHOOLS**
  - Founding Member, 2012
- **MIAMI-DADE COUNTY PUBLIC SCHOOLS**
  - Founding Member, 2012
- **BROWARD COUNTY PUBLIC SCHOOLS**
  - Member since February 2017
- **THE SCHOOL DISTRICT OF PALM BEACH COUNTY**
  - Member since December 2019
- **ORANGE COUNTY PUBLIC SCHOOLS**
  - Founding Member, 2012
- **DEKALB COUNTY SCHOOL DISTRICT**
  - Member since December 2019
- **BALTIMORE CITY PUBLIC SCHOOLS**
  - Member since October 2017
- **THE SCHOOL DISTRICT OF PHILADELPHIA**
  - Member since October 2017
- **NYC DEPARTMENT OF EDUCATION**
  - Founding Member, 2012
- **BOSTON PUBLIC SCHOOLS**
  - Member since December 2017
Despite the many challenges this year has brought, it has been a time of tremendous organizational growth for the Urban School Food Alliance. The Alliance was fortunate to bring on Commonality, Inc. to take us through a six-month strategic planning process, ensuring input from a variety of interested parties and stakeholders. This resulted in a comprehensive, living agenda for the next 3-5 years.

Tactics from the strategic plan have been assigned to our staff and five committees (Procurement, Governance, Communications, Membership, Finance/Audit) to continue advancing the work of the Alliance and ensure accountability.

Along with this critical work, the Governance Committee worked tirelessly with member input and association governance advisor, Jennifer Rutledge from Delphi Consultants, Inc. to rewrite and update our governing bylaws. This historic change resulted in new policies and an open, transparent election process. This road map gives everyone a clear, transparent tool to engage and increase participation in the advancement of the organization.

WANT TO LEARN MORE? A COMPLETE OVERVIEW OF THE STRATEGIC PLAN CAN BE FOUND ON THE ALLIANCE WEBSITE.
The Urban School Food Alliance welcomed three new staff members this year. We are excited to grow our team and our capacity to serve members and the greater school nutrition community.

Board elections in September 2020 also brought three new members, as we welcomed leaders from our member districts and partners to our board of directors. Their experience and expertise will guide Alliance priorities and initiatives for the next two years.

**Jill Kidd** serves as the Director of Procurement. She facilitates collaboration with stakeholders and experts to increase school food procurement efficiencies and is developing an action plan for workstreams identified by USFA and its procurement committees.

**Jeremy West** serves as the Director of Partnerships & Member Engagement. He provides member communications, grant deliverable and reporting assistance, oversight of USFA committees and systems development to ensure efficiency of the organization.

**McKenna Bush** served as the Senior Program Manager from February to December 2020. During her time with the Urban School Food Alliance, McKenna provided financial systems management and reporting, project management, and communications support.

**Amy Virus** joins the board from the School District of Philadelphia’s Division of Food Services, where she has served as the Manager of Administrative and Support Services for 9 years. Amy oversees food purchasing, including the management of USDA Foods, and menu development.

**Monique Rolle** joins the board from Baltimore City Public Schools, where she serves as Manager of Menu Planning and Procurement. During her tenure, Monique has worked to meet the nutritional standards for the 100,000 school meals served each day across the district’s 170 schools.

**Margaret Brown** joins the board from the Natural Resources Defense Council where she serves as a Senior Attorney. Through her work, Margaret advocates for more just and sustainable food systems in New York and nationwide, and brings tools to partnerships working to improve school food and brings legal and policy tools to partnerships working to improve school food.
Urban School Food Alliance’s advisory council consists of a diverse group of leaders and professionals who bring their unique knowledge, skill set and experience in guiding the Alliance and its mission. Advisory council members meet several times a year in person and via phone conference to provide fresh perspective and technical expertise. They serve as an independent, unbiased sounding board to assist the Alliance in championing important initiatives. The Urban School Food Alliance is continuing to enhance the Advisory Council and is presently looking for someone in the banking/financial industry and someone with IT experience.

MARK IZEMAN | COUNCIL CHAIRPERSON
New York Regional Director & Senior Attorney – National Resources Defense Council

KYRA TIRANA BARRY | COUNCIL MEMBER
Board Chair – Govern for America

LISA DAVIS | COUNCIL MEMBER
Senior Vice President – Share Our Strength, No Kid Hungry Campaign

ALIYA HUSSAINI, MD | COUNCIL MEMBER
Portfolio Director, Health – Michael & Susan Dell Foundation

ANDREW “KAPPY” KAPLAN | COUNCIL MEMBER
Vice President, Culinary Operations – Rachael Ray, Director – Yum-o!

DEVON KLATELL | COUNCIL MEMBER
Managing Director, Food Initiative – The Rockefeller Foundation

DR. JANET POPPENIECK | EMERITUS COUNCIL MEMBER
Professor Emerita of Sociology – Hunter College, City University of New York
One of the Urban School Food Alliance’s core values is to share best practices among members and with school nutrition professionals nationwide. Though collaboration looked very different this year, Alliance staff and members found new ways to connect with one another online. Like many, we learned how to use Zoom and navigated conference presentations, advocacy efforts, social events, our first ever virtual Annual Membership Meeting. These opportunities provided much-needed support to our members and the greater school nutrition community as they navigated many firsts.

The Alliance ended the year with the launch of an exciting new website. In addition to an upgraded resource library with best practices from our members and partners, the website also includes a member portal to communicate internally and share information.

We look forward to gathering again in-person, but are grateful for the tools and skills we’ve gained this year as we continue to reach new audiences remotely with our mission and add new members to our map.

2020 NOTABLE PRESENTATIONS

- American Commodity Distribution Association Virtual Conference
- California Child Nutrition Access Institute
- Center for Science in the Public Interest Virtual Series
- The Culinary Institute of America Healthy Kids Summit
- Duke Sanford World Food Policy Center Podcast
- Eating City: Increasing Food System Resilience into Cities
- Food Management Virtual Leadership Series
- 2020 Menus of Change: Virtual Series
- No Kid Hungry Back-to-School Series
- School Lunch For All Hill Briefing
- AASA x GENYOUth Healthier School Communities 2020 Virtual Forum
- United Fresh 2020 FreshStart Conference
The Urban School Food Alliance also provided expertise to policymakers and the public this year. Alliance leadership appeared in numerous local and national publications to highlight the challenges facing school nutrition programs and the contributions of the hunger heroes working on the front lines. Additionally, Alliance members and staff participated in many stakeholder groups to give voice to the concerns of large urban districts relating to pandemic meal service efforts.

2020 MEDIA APPEARANCES

The Baltimore Sun
Bloomberg
Civil Eats
The Dallas Morning News
FoodService Director Magazine
Food Management
Food Tank
Food & Environment Reporting Network
Heritage Radio Network
HuffPost
KCET
NBC News
The New York Times
NPR
Palm Beach Post
PBS News Hour
Politico
TIME Magazine
3rd Hour of TODAY
Quartz
USA Today
The Washington Post

Politics
U.S. School Virus Closings May Leave Millions Hungry, Officials Warn

IN THE NEWS

Schools Transform Into ‘Relief’ Kitchens, but Federal Aid Fails to Keep Up

Many school cafes are now operating more like community soup kitchens, even though the federal school meals program won’t reimburse districts for meals served to struggling adults.

Texas schools keep feeding students despite canceled classes

Increased demand for school meals expected as businesses scale back amidst COVID-concerns.

Business
California wants to feed students’ families. The USDA says no. Some states are doing it anyway.

Even with record unemployment and skyrocketing food insecurity, USDA says it lacks the authority to reimburse school districts for adult meals through the summer meals program.
When schools began to close in March due to COVID-19, school nutrition programs rapidly became feeding centers in their communities. Instead of serving students in cafeteria lines, schools were on the front lines of a global pandemic, providing critical meals to those in need.

The Urban School Food Alliance represents 12 of the largest districts in the country, and our members were among the hardest hit by pandemic. Within days, their programs pivoted operations to distribute meals from refrigerated trucks, curbside locations, and school or city buses in their communities, without any indication of reimbursement for essential costs, to ensure their more than 3.6 million students remained well-fed during the crisis. And, as rates of unemployment, illness, and food insecurity grew throughout the year, many families turned to school meals for much-needed relief.

Between March and September 2020, alliance members served more than 130 million meals, including more than 28 million adult meals, at nearly 1,400 sites nationwide.

With no end in sight, school nutrition programs in our members districts and across the country continue to provide healthy meals to families and find innovative ways to support them during this difficult time.

Throughout the pandemic response period, Alliance districts have remained dedicated to the values that inform our work in their continued efforts to:

- **Share best practices with each other**, including how to safely operate mobile meal programs, control costs by maximizing the districts purchasing power, and organize staff for alternate delivery systems.
- **Consider the environmental impact of their materials**, including continuing to buy compostable products instead of returning to plastic or minimizing potential food waste by packaging bulk food into accessible sizes for grab-and-go service.
- **Focus on the needs of their specific communities**, even in times of crisis, by ensuring families have access to special diets, such as Halal and Kosher meals, at sites.

"The Urban School Food Alliance has provided a backbone and structure in this uncertain time when we don’t have a lot of answers in how to do this. It has been invaluable in helping us get through the last six months." — Amy Virus, The Public School District of Philadelphia
The growing conversation on school meals in response to the pandemic has led to renewed support for several policy changes the Urban School Food Alliance has long advocated for. Most notably, the call for universal free school meals.

**Universal Free School Meal Programs Reduce the Administrative Burden on Districts by Eliminating Eligibility Restrictions and a Need for Waivers. Meals Are Given Regardless of Students’ Background, Just Like Any Other School Service or Resource, Which Helps Eliminate Lunch Shaming and the Stigma Attached to School Meal Programs.**

This year, the Alliance supported several advocacy efforts that contributed to emergency waiver extensions and gained promising support towards a long-term solution. In July, the House Education and Labor Committee introduced the Pandemic Child Hunger Prevention Act with support from the Alliance, which would have provided free meals to all school students for the 2020-2021 school year. The bill received bipartisan support, but did not receive a vote. The Alliance also partnered with School Lunch For All, a new movement to establish a universal free meal pilot program, which received more than 22,000 petition signatures.

In normal times, a universal free school meals program would ensure that all children have access to healthy meals at school. This year, the ability to serve free meals to all children, regardless of socioeconomic status or geographic location, helped prevent child hunger, supported school meal programs and streamlined access for families and schools during the pandemic.

We are energized by this progress and will continue working towards a future with universal free school meals, in which school meals are treated as an integral part of the school day and no child experiences hunger.
District Highlights

School nutrition programs continued to find innovative ways to support their students, employees, and communities.

Here are some of the successes our members celebrated and shared this year. More information and additional best practices can be found online at the Alliance Resource Center.

Virtual Farm-to-School Education
Baltimore City Public Schools

Prior to the COVID-19 pandemic, farm-to-school education in Baltimore City Public Schools (BCPS) centered around the district’s 33-acre Great Kids Farm. The educational farm hosted thousands of students annually for hands-on field trips. After school closures, BCPS adapted several activities for virtual learning including FaceTime visits with farmers, a virtual field trip on Prezi, and at-home seedling kits. The activities are interactive, cover a variety of topics and grade levels, and provide important lessons on agriculture and the farm-to-classroom connection. During summer 2020, BCPS provided 45 FaceTime the Farmer sessions with 712 students and distributed more than 3,600 plant-a-seed kits, with plans for continued expansion.

Better Bite by Bite: Local Food
Boston Public Schools

Boston Public Schools (BPS) continued a 2-year grant-funded program to institutionalize procurement of foods grown, raised, or produced in New England. BPS partnered with UMass Amherst and connected with leaders in K-12 local procurement to accelerate progress. BPS worked with local producers and partners to conduct focus groups to improve farm-to-school marketing, serve local food days at all 125 district schools, and provide virtual training to culinary staff. As a result, BPS increased local purchasing 3% in the fall, up 8% over baseline.

Management Training Program
Broward County Public Schools

Broward County Public Schools’ (BCPS) 2020 area of best practice is the Intern Management Training Program. The program functions to prepare future managers with a well-rounded knowledge base and support them in reaching their highest management potential. Following an in-depth application process, interns receive hands-on, school-based training with a preceptor and office-based training with instructors and administrators. The interdisciplinary approach allows for increased understanding of processes and procedures, and promotes department advancement and personal development.

Kitchen Connection Newsletter
Chicago Public Schools

In an effort to better connect with school nutrition staff virtually, Chicago Public Schools (CPS) implemented a weekly employee newsletter with safety updates, school spotlights, and upcoming trainings. The newsletter is emailed to all CPS and Aramark staff weekly and is available in English and Spanish. In addition to providing important information, the newsletter has helped CPS identify best practices in schools and recognize staff.

Off-Menu Inventory Management
Dallas Independent School District

Dallas Independent School District (ISD) developed tools to track items at-risk of loss to improve inventory management and reduce food waste. Dallas ISD created an Inventory Analysis Committee to oversee the process and allowed cafeteria managers more flexibility in how to use the items identified as at-risk. The new processes prevented $64,000 in losses during the first two months of implementation, with predicted savings of more than $500,000.
Sixty percent of school nutrition employees in DeKalb County School District (DCSD) did not work from March-August 2020 due to COVID-19 school closures, so focus on retraining was crucial for a successful school start-up in the fall. To address this widespread need while social distancing, DCSD created a series of short videos to support key messages, featuring real supervisors as actors and real school kitchens in the footage. The videos allow employees to watch from multiple locations and at different times based on work schedules, and are accessible at any time for future orientation training or retraining. In addition to improving retention of training content, DCSD also found that the videos kept staff more engaged and increased employee morale.

**Food Safety Performance**
**New York City Department of Education**
The New York City Department of Education (NYC DOE) has an internal Food Safety Director who oversees Food Safety Advisors and Quality Assurance Inspectors across the district. This internal team is trained on HACCP principles and are ServSafe certified, and conducts on-site inspections of NYC DOE food service locations, as well as its suppliers. They also provide in-service trainings to ensure that all standards are met and Department of Health inspections are successful. Each food safety advisor reviews about 1,300 schools per academic year. Each QAS inspector inspects about 4 distributors and 1,300 schools per year.

**INCREASING MILK CONSUMPTION**
**Orange County Public Schools**
In an effort to increase milk consumption and inspire students with different concepts that promote fresh milk, Orange County Public Schools (OCPS) recently introduced an automated milk dispenser in schools. The automatic dispenser replaced earlier gravity feed milk dispensers and were faster, required less maintenance, and required fewer replacements than earlier dispensers. The dispensers pour 8oz portions of milk at 37 degrees and hold up to 4 different flavors and over 500 servings in one machine. Students loved pouring their own milk.

**COVID-19 Online Meal Tracking**
**The School District of Philadelphia**
When meal distribution was moved outside of the cafeteria due to COVID-19 school closures, The School District of Philadelphia was left without its point-of-sale (POS) system and lost the ability to track meal participation, monitor lost meals and track leftovers. Over the course of the first weeks of emergency feeding, the school nutrition program built a Google Sheet structure that allowed staff to track meal counts, food orders, staffing changes, location information and many other important operational data points. The online spreadsheets allowed users to enter data once and use it repeatedly, by linking all information by building numbers across interdependent sheets. Additionally, errors were minimized by limiting editing privileges, locking cells to protect data, and tracking changes to restore if needed.
As part of the Miami-Dade County Public Schools (MDCPS) Department of Food and Nutrition’s (F&N) goal to Go Lean and Green for wellness and a healthy environment, MDCPS succeeded in eliminating plastic straws from its school meal utensil kits. MDCPS worked directly with the supplier of utensil packets to eliminate the straw from production, and ultimately piloted the change with select high schools and identified “green schools” before expanding districtwide. In an effort to educate and enlist support, F&N created marketing materials for cafeterias and provided consistent messaging for school staff, administrators and media. The elimination of plastic straws in MDCPS is estimated to remove 45 million plastic straws from the waste stream annually.

HIGH SCHOOL RE-ENGINEERING PROGRAM
THE SCHOOL DISTRICT OF PALM BEACH COUNTY

Students are aware of the atmosphere of their eating environment. The School District of Palm Beach County (SDPBC) initiated a high school re-engineering program to increase participation in its high schools and upgrade equipment and serving lines to have the greatest impact on students and efficiency. The program was implemented in seven SDPBC high schools and included facilities remodels and cafeteria rebranding. Schools also received complete media packages, including TVs and AV systems, for menu messaging and marketing. The new menu included 26 static menu items every day. In addition to facility upgrades, SDPBC increased pay for School Food Service Manager and increased hours for School Food Service staff in the re-engineered high schools. Across the seven participating high schools, the re-engineering resulted in an average participation increase of 32%.
As children begin to return to school or resume virtual learning, millions of families continue to struggle with access to healthy food. It is more critical now than ever to provide food education to young students and help them understand the importance of good nutrition. In October 2020, Pilot Light and Urban School Food Alliance joined hands to provide this programming to students in our member districts of New York City, Los Angeles, and Orlando.

Food connects us and has a deep impact on our culture, relationships, history and environment; this concept is deeply ingrained in our missions. Pilot Light’s curriculum incorporates lessons that integrate food as a lens for traditional subjects, like math, reading, history and science, to ensure food and nutrition are included in everyday conversation. This partnership will expand Pilot Light’s food education program nationwide with the help of the diverse and large school district network of the Alliance.

Ten years ago, in the member city of Chicago, Pilot Light sought to create a cohesive model and curriculum for food education in the classroom to encourage students to develop the critical thinking skills necessary to make healthy choices. In partnership with highly-motivated K–12 teachers with an interest in implementing food education lessons consistently in their classroom, the program has grown to engage more than 12,000 students across Chicago.

Pilot Light and the Alliance are committed to boosting student achievement and educating young people about healthy choices and lifestyles. Creating a robust, equitable, quality-focused and integrated curriculum is critical during this pandemic. For many of our nation’s children, school and school meals are the best safety net we have to help children be healthy and successful not only in the classroom but also in their communities.

“We must all work together to build strong and just local food systems to ensure that all children are being fed nutritiously. Our partnership with Pilot Light and continued collaboration with schools, teachers, farmers, and community advocates will allow us to continue investing in a strategy that encourages whole-community health.”

DR. KATIE WILSON, USFA EXECUTIVE DIRECTOR
The Urban School Food Alliance deeply appreciates the organizations that help make the work on the Alliance possible. From capacity building, sharing of expertise, and ongoing staff support, the Alliance is grateful to funding partners and organizations who have helped further our mission.

This year, their support has taken on a new significance for the school nutrition programs and families in our member districts. Through generous contributions from our partners and the public, the Alliance was able to assist members with the unexpected costs and ensure they can continue to meet the needs of their communities.

THANK YOU TO THE FOLLOWING ORGANIZATIONS FOR THEIR FINANCIAL SUPPORT

- Joyce and Irving Goldman Family Foundation
- Michael & Susan Dell Foundation
- NO KID HUNGRY
- The Rachael Ray Foundation
- Rachael Ray’s Yum-o!
- The Rockefeller Foundation

THANK YOU TO THE FOLLOWING INDIVIDUALS AND ORGANIZATIONS FOR THEIR SERVICES

- OFW Law Firm – Legislative Advising
- Wachs Strategies – Social Impact Advising
- Romano and Associates – Accounting
- Bandbox Strategies – Development Strategy Support
- Donna Browne – Administrative Support
- Brittany Frew – Social Media & PR Support
**STUDENT EMERGENCY FOOD ACCESS FUND**

In April, the Urban School Food Alliance announced that it had received grants to jump-start its Student Emergency Food Access Fund and invited other funders to join in supporting the largest districts in the country in distributing hundreds of thousands of meals daily to students and their families. The fund was deployed to Alliance members to support unexpected costs such as transportation equipment to ensure food is safely transported and distributed to families, hiring and paying staff hazard pay or overtime, considerations to provide staff proper protection, and additional preparation and packaging for grab-n-go or bulk meal distribution.

The Alliance gratefully acknowledged the seed funding from The Rockefeller Foundation, a private foundation whose mission is to promote the well-being of humanity, and support from No Kid Hungry, a national campaign to end child hunger in America. The Alliance also urged other foundations, corporations and individuals to join in raising money for the Student Emergency Food Access Fund. Support was received from Truist Financial, Michael & Susan Dell Foundation, New Venture Fund and numerous other private and family foundations, and generous individuals. The Fund was also selected to be one of the five beneficiaries of America’s Food Fund to aid in the efforts to combat the growing food security problem in America.

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*Unaudited
“HUNGER DOESN’T END JUST BECAUSE SCHOOL IS OUT. WHEN SCHOOLS CLOSED, THAT LAUNCHED US TO A HIGHER MISSION TO REACH OUT AND TAKE CARE OF CHILDREN IN OUR COMMUNITY.”

MICHAEL ROSENBERGER, USFA CHAIRMAN